

Cultural Competence Self-Assessment Tool

This questionnaire is intended to help identify your cultural competence training needs. Cultural competence refers to the ability to work in ways that recognize and respect culturally based patterns of behavior and the cultural strengths associated with people and ethnic communication different than your own. The questionnaire is intended to help assess your strengths and weaknesses in addressing the cultural diversity of your patients and colleagues. Feel free to copy this survey to use with your clinic staff members. Circle the responses that most accurately reflect your perception.

	<u>Not at all</u>	<u>Barely</u>	<u>Fairly well</u>	<u>Very well</u>
1. Do you know:				
▪ The prevailing beliefs, custom norms or values of ethnic communities you serve?	1	2	(3)	4
▪ How health/illness is defined by members of the different ethnic communities in your area?	1	2	3	(4)
▪ What languages are used by the ethnic communities in your area?	1	2	3	(4)
2. How well are you able to describe the strengths of a given ethnic community?	1	2	(3)	4
3. Do you attend cultural, ritual, or ceremonial functions sponsored or presented by ethnic groups?	1	2	3	(4)
4. Do you have access to professionals or others who can give you insight and respect to understanding or reaching out to members of ethnic communities?	1	2	(3)	4
5. Does the waiting room in your office or any of the exam rooms have magazines, books, art work or cultural artifacts reflecting the ethnic communities that your serve?				
	<u>None</u> 1	<u>A few</u> 2	(<u>Some</u>) 3	<u>Many</u> 4

6. To what extent do you know the following risk factors of the ethnic communities in your service area?

	<u>Not at all</u>	<u>Barely</u>	<u>Fairly well</u>	<u>Very well</u>
Infant mortality rates	1	(2)	3	4
Life expectancy rates	1	2	(3)	4
Disease prevalence	1	2	(3)	4
Educational attainment	1	2	(3)	4
Geographic location	1	2	(3)	4
Income differentials	1	2	(3)	4
Unemployment rates	1	2	(3)	4

7. To what extent do you know the following characteristics of your patients of diverse cultures?

	<u>Not at all</u>	<u>Barely</u>	<u>Fairly well</u>	<u>Very well</u>
Social History (how they came to reside in your area)	1	2	(3)	4
Role of family/elders in decision making	1	2	(3)	4
Availability and accessibility to social service agencies	1	2	3	(4)
Basic health expectations	1	2	(3)	4

Add up your total score and then check the following scale to determine your level of cultural competence.

55-72	Culturally competent
37-54	Knowledgeable of diversity
19-36	Minimal cultural awareness
18 or below	Culturally unaware

Developed by The Center for Cross-Cultural Health, Through the Eyes of Others: Intercultural Resource Directory for Health Care Professionals –Adapted with permission from James Mason.

57